



Quarterly Connection

APRIL 2006

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assessment tools and cost effective management of residual risk. The DOCR 's current practice and blue print for the future takes a balanced approach by utilizing a mix of traditional beds (institutional beds) and non-traditional beds (community program beds). The DOCR maintains public safety by incarcerating offenders in secure facilities that match their risk level. Individual case management and therapeutic programs are provided to address each offenders needs and reduce risk. This is critical in light of the fact that 97% of all North Dakota inmates will eventually return to the community. The goal is to provide the programming offenders need to reduce their risk of committing new crimes and returning to prison. The DOCR does a great job keeping the community safe. The blue print focuses on three critical areas where the gaps need to be filled in order for the DOCR to continue providing the same high level of public safety. The three key components of the blue print are: 1) Equitable salary for staff; 2) Adequate staffing levels throughout the DOCR; and 3) A sufficient

Director's Comments

A lot of time and effort has gone into developing the DOCR "blue print" for adult services. The blue print encompasses the key goals developed during the DOCR Adult Services strategic planning session in January. The backbone of the blue print is the Offender Management Plan based on Transition from Prison to Community – a strategy that reduces risk and manages the risk we cannot reduce. The DOCR accomplishes risk reduction and risk management through evidenced-based practices. Evidenced-based practices is the use of empirically supported assessment tools and proven methods to reduce the risk identified by the

number of traditional and non-traditional beds. The first two components go hand in hand. It is critical for the DOCR to maintain experienced well-trained employees. It is also critical that there is adequate staff to operate our prisons safely, supervise offenders in the community safely, and keep up with all of the demands that the growth of the offender population has placed on all employees department-wide, including clerical, business office, medical and education. It is the dedicated and hard working employees of the DOCR that make our correctional system one of the best. The third component involves renovating existing facilities at the NDSP and adding more secure beds. This plan involves adding a 300-bed cell house at NDSP that would include a larger orientation unit, a new infirmary and clinic, add a 90-bed administrative segregation unit, and demolish the existing east cell house. The plan also involves increasing contracting for transitional housing. Transitional beds would be increased in Fargo and added in other communities such as Grand Forks. This would be accomplished by using both



Leann Bertsch

contract non-profit providers and count correctional facilities to deliver transitional programming.

The Governor has endorsed this plan. It is a plan that addresses the DOCR's needs both in the short term and long term. The existing prison buildings have some useful life expectancy and this plan is an efficient use of State sources. The renovation project at NDSP makes sense and will provide a safe and humane environment for DOCR employees to work within and safe and secure housing for offenders. This is the blue print upon which the DOCR will build its budget for the 2007-2009 budget.

Have a great summer!

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Field Services Division and Sex Offenders

By Barb Breiland, Program Manager
DOCR / Field Services Division

The abduction and murder of Grand Forks college student, Dru Sjodin, by a Level 3 sex offender from Minnesota, was the catalyst for many changes in the way North Dakota sex offenders are assessed, sentenced, supervised and referred for treatment.

Governor Hoeven implemented a Task Force to evaluate North Dakota's current efforts in dealing with the sex offender population and to propose ways to improve our system. North Dakota did not want to have a repeat of the Grand Forks incident.

We, in Field Services (Parole and Probation), thought we had been doing a good job supervising the sex offenders that came to us through the criminal justice system. Our officers were working hard and, to our knowledge, there had not been a similar Grand Forks-like occurrence in recent history. But, we needed to ask the question – “ARE we doing everything we can to keep our community safe and to prevent sexual abuse?”

Field Services sought help and guidance from experts in the field and contracted with the National Institute of Corrections (NIC). Three consultants affiliated with the Center for Sex Offender Management (CSOM) came to Bismarck to take a close look at our system and help us answer that question. The consultants recommended the following: specialization of sex offender caseloads, presentence investigation reports written by officers specializing and knowledgeable about sex offending behaviors, and further implementation of assessment tools so that risk levels could be ascertained.

In response to these recommendations, five veteran officers were promoted to the classification of Sex Offender Specialist. These officers are currently located in Bismarck, Fargo, and Grand Forks. Their responsibilities include supervising a sex-offender specific caseload and writing all sex offender presentence reports for the State.

Presentence investigations are now more thorough in that they give a better representation of the offender and his crime(s) to the sentencing judge. Areas covered in the reports include the offender's criminal history (both juvenile and adult) and an explanation of their crimes, sexual history and sex offending behaviors, alcohol and drug history, work and/or education background, family history, attitudes and orientations, stability and values.

Another concern we have when writing a presentence report is that victims, both direct and collateral, have an opportunity to express their thoughts and feelings to the sentencing judge. At the time of the presentence report, many victims of sexual abuse have already been involved with their local victim's advocates. Their work and dedication is greatly appreciated.

Officers send victim impact statements to provide another opportunity for the victim, as well as their family members, to respond and voice their thoughts and feelings on the abuse and to offer a recommendation to the sentencing court. Sexual victimization affects the victim of the abuse as well as others in the family setting. The officers provide those individuals an opportunity to

again “speak” through the victim impact statements.

An area the consultants thought could use immediate improvement was in assessing sex offender risk levels. Parole and Probation Officers had already been using the LSI (Level of Service Inventory) and the MnSOST (Minnesota Sex Offending Screening Tool) at the time of the presentence report and at intake of the offender on to the caseload. The consultants thought we needed to implement other tools to be more proficient at truly assessing risk. We have since then implemented the Static 99, Stable and Acute risk assessment tools. Sex offenders on our caseloads are now continually assessed for risk. Our aim is to be proactive and not reactive when it comes to supervising sex offenders. Assessing risk begins at the moment we are first introduced to the sex offender and continues throughout their tenure on supervision.

It should be noted that those sex offenders scoring 8 or greater on the MnSOST-R and/or 6 or greater on the Static 99 (at the time the presentence investigation is completed or when placed on probation) are referred to the local prosecuting attorney for review for civil commitment. The parole/probation officer is required per policy to write a letter to the local prosecutor requesting that the offender be reviewed for the civil commitment process. Not all sex offenders scoring as high risk on the assessment tools are committed to the State Hospital for an evaluation. In a number of cases, a paper review is completed to determine if the offender meets criteria for the process. If the offender does meet criteria, then the prosecuting

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Field Services Division and Sex Offenders

attorney can more confidently begin the official civil commitment process. If, however, the criteria are not met, then the civil commitment process does not proceed.

When an officer recommends incarceration at either the time of writing the presentence report or taking an offender back to court on a violation of supervision, they will be requesting judges to sentence sex offenders to a minimum of three to five years in prison so that sex offender treatment can be completed while incarcerated. However, not all sex offenders are sentenced to prison nor are they all able to complete an intensive sex offender treatment program when incarcerated. Community treatment programs need to be accessed by those sex offenders either unable to complete a program while incarcerated or for those not sentenced to prison.

Sex offender treatment has been proven to be effective in reducing sexual recidivism, however, treatment cannot be a "one-size fits all"-type of programming. Evidence-based practices indicate low risk sex offenders can, in fact, do worse if involved in treatment geared to the high-risk offender. The most effective treatment is cognitive-behaviorally based for sex offenders in the moderate and high-risk range of sex offending.

Lack of resources continues to be a problem in that sex offender treatment is not a commodity available throughout the State nor is it available for all sex offenders. Treatment is only available at the Human Service Centers in Fargo, Grand Forks, Bismarck and Dickinson and only for the low and moderate risk sex

offender and for those whose victim is a minor. Private providers may be available in some locations and when available generally provide individual rather than group counseling. Another downside of referring sex offenders to a private provider is that the offenders are generally unable to pay the cost of private services and, as a result, go untreated. As untreated sex offenders living in the community, their risk to recidivate increases.

Field Services supports a Containment Model of supervision. We realize it is impossible to sufficiently supervise sex offenders without the assistance of the treatment provider, victim/witness advocates, local law enforcement, polygraph operator, and other collateral sources. To provide the community with the safety it desires, the parole/probation officers need to work closely with other individuals and agencies that have contact with the offender.

To further assist in monitoring high-risk sex offenders, Field Services has contracted with a company to provide GPS services. Three types of systems are available: active which helps monitor in "real time", passive which presents the history of mobility by the offender, and passive-plus which provides a history of movement but will actually alert officers if an offender enters an exclusionary or "hot" zone. Law enforcement provides assistance to monitor and arrest those offenders entering "no-go" zones.

Sex Offender Containment Task Forces have been established in four areas of the state (Bismarck/Mandan,

(continued from p.2)

Fargo/West Fargo, Jamestown, and Grand Forks). Task Forces are comprised of local and area law enforcement, the parole/probation officer, and may include a treatment provider and prosecutor. Other Task Forces are being planned and should be up-and-running within the next couple of months. The Task Forces assist in determining if an offender will be placed on GPS, the type of system to implement, and the length of time on the monitoring device.

Field Services worked closely with the Attorney General's Office to help provide the most recent information and photo of registered sex offenders. The AG's Office sent out letters ordering all registered sex offenders to report to the closest district probation office. All sex offenders filled out a form with their latest home address, name and address of employer, and a list of the vehicles they drive. Also, all sex offenders had their picture taken as well. As a result of this joint effort, the list of registered sex offenders has up-dated information and a current photograph of each sex offender that complied with the directive. For those sex offenders who did not report, further steps are being taken by the Attorney General's Office to get them into compliance.

Many changes have been made in North Dakota in the way sex offenders are monitored and assessed. In the last two years, Field Services has become very aggressive in implementing better ways of supervising, assessing, and monitoring sex offenders. We want to be able to say, "Yes, we ARE doing everything we can to make the community safe and to prevent sexual abuse."

A Message from the Editor

The *DOCR Quarterly Connection Newsletter* is an official publication of the North Dakota Department of Corrections and Rehabilitation, and is published four times each year. Its goal is to enhance communication and keep staff, and all those interested, informed of developments and achievements throughout the Department.

All employees are encouraged to submit articles, letters, comments, and ideas for future issues of the *DOCR Quarterly Connection*, to be considered in the next publication.

The Editor reserves the right to edit or exclude, if deemed inappropriate, any items submitted for publication. Please email articles to:

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Upcoming State Holidays...

APRIL 2006

Good Friday..... 14

MAY 2006

Memorial Day..... 29

JUNE 2006

None

Parole Board Meeting Dates for 2006

January 8-9	July 9-10
February 6-7	August 6-7
March 5-6	September 10-11
April 2-3	October 8-9
May 7-8	November 5-6
June 4-5	December 3-4

Parole Board Members

Parole Board Members are appointed by the Governor for a three-year term. The Parole Board Members are listed as follows:

Member	Location
John Olson, <i>Chairman</i>	Bismarck
Dick Davison	Bismarck
William Gipp	Bismarck
Nels Olson	Bismarck
Budd Warren	Fargo
Beverley Adams	Fargo

Pardon Advisory Board Dates for 2006

April 4 **November 14**

Pardon Advisory Board Members

Pardon Advisory Board Members are appointed by the Governor for an open ended term to include the attorney general, two members of the parole board, and 2 citizens/residents of the state. The Pardon Advisory Board Members are listed as follows:

Member	Location
Duane Dekrey, <i>Chairman</i>	Pettibone
Craig Smith	Bismarck
Wayne Stenehjem	Bismarck
William Gipp	Bismarck
Beverley Adams	Fargo

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Employee Assistance Program

The Employee Assistance Program (EAP) is a confidential assessment/counseling/referral service staffed by trained professionals who can help you and your family members evaluate your problems and take positive action to resolve them.

St. Alexis/Heartview have clinical staff available to provide assessment, referral, and short-term counseling. Access to EAP can be obtained 24 hours a day, 7 days a week by calling:

St. Alexis Medical Center/Heartview
Employee Assistance Program
530-7195 (or) 1-800-327-7195

Please feel free to call for help and/or advice at any time. When calling after working hours, please ask for the EAP staff member on call.

DOCR EMPLOYEES OF THE YEAR

DJS Community

2004: Tony Kozojed
2005: Not Available

State Penitentiary

2004: Barb Gross
2005: Joe Charvat

Field Services

2005: Rick Hoekstra

JRCC

2004: Jody Buechler
2005: Clyde St. Claire

Cultural Sharing Day Thoughts by YCC Students -01/13/06

By Judy Ringgenberg, Librarian
DOCR / Youth Correctional Center

During the presentation on Celtic Heritage I found the most interesting part about that culture was their form of dancing. It was quite lively and full of energy. They kept their form and poise without fault.



The Lord of the Dance differed from other dances by the way they danced in line formation and usually moved only the legs, and kept the upper body poised and together. They also intermixed the use of hard tap-dancing shoes and ballet shoes to give it more sound and life.

In the presentation with Mr. Ali I learned a lot of things about the life of Iraqi people and how it



differed with our country. One of the ways that it differed was how they earned an education rather than having to pay for it. If they didn't pass the grade they didn't go on to college or stay in school. Another difference would include their School dress policy, the girls had to wear blue skirts and gray tops with a little black bow tie while the boys had to wear the baggy pants and top with a Kamarband around the waist, like a Sash.

During the African American presentation I learned of how the "I have a dream" phrase came from Martin Luther King's speech of his dream for America, which was for the people of the U.S. not to judge the color of one's skin but by the content of their character.

On the presentation about the Latin America I found the Chichenitza Pyramid to be the most interesting and mystifying.

The Germans from Russia Culture impressed me due to the main personality quality of hard working determination and how they held a tight fist around their income. By holding these qualities



they gained a higher status in the communities as successful citizens because they only bought what was needed so they had a lot of money saved and didn't have to rely on other people, Which set them to be regarded with respect. Also on another aspect of the Germans from Russia Culture, when they moved to Russia they had nothing. They went there for land and the promise of no taxes for 30 years and the families not to be sent into war. Well after so long the queen past on and the promises were revoked this probably caused feelings of anger and insult to their people. The young men of the communities were pulled into their wars and killed and they had to change their language to be able to be educated in the schools that were set up. Now if this happened to me I would feel a little inferior to these new people and a little confused.

Cultural Sharing Day Thoughts by YCC Students



The singers and dancers, from the Norwegian Culture really impressed me with there sense of humor and dignity. They gave a spectacular performance. The humor gave me a feeling of joy and as though they had respect for others and weren't all up in themselves. The dignity gave them an aura of pride and self-worth, which made them in my eyes quite respectable people.

The Native American Culture presented by Mr. Whitebear gave me some insight into my beliefs and how the Native American values relate to mine. The value their families hold in their lives I admired because that is how I am. I am quite protective of my siblings and loved ones and have respect for my ancestors and grandparents and parents. The philosophy of how animals are held in high regard and are believed to have spirits was interesting. I really strongly believe in this

and admire that they can see this quality as well. because in a way it gives me hope because I have, for so long doubted the ways.

We started out the day listening to Mr. Whitebear sharing about the Native American Culture. We found out he was related to Sheheke, a Native American chief who traveled with Lewis and Clark. The Native American Culture really interests me more than any of the other cultures that we talked about because they are such genuine people. Their value in respect owes me and they put such profound hope in their beliefs it inspires me. I love learning about their culture and culture that I was originally taught.

We also talked about Mr. Ali about Iraq. I talked to him a little bit about his beliefs on the war and about redeeming Iraq's government. I personally think that war isn't good but it was the choice that was made to help Iraq people and I support it. Saddam was a horrible ruler and I'm glad the Iraqi people have been freed from that tyrant. The school system in Iraq is different because if you fail two subjects in school, you have to do the

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year over, or if you go to summer school and fall even one, you have to do the year over. Also the schools aren't coed unless its like a private school and the girls have uniforms.



We also learned about Martin Luther King. He is famous for his "I have a dream" speech which basically states that he hopes for a society in which all people, no matter their race, religion, sex, national origin, is, they would be created equal. I completely agree with him and believe he was a great role model because he used his knowledge not his muscles to fight.

I also really enjoyed the Norwegian singers and dancers and admired their ambition and their sense of fun. They really made it enjoyable, especially the guy who sang solos. It was hilarious. They all made me appreciate other cultures.

DOCR PERSONNEL NEWS

New to DOCR

<u>DJS, Youth Correctional Center</u>	
Substitute Teacher	Stanely Halling
Systems Mechanic	Tim Olson
<u>Field Services Division</u>	
Temp Surveillance Office	Chris Wright
<u>Prisons Division</u>	
<u>NDSP</u>	
Dental Assistant	Bobbie Jo Heidt
Office Assistant I	Amber Strogner
.....	Jerri Buchmiller
Addiction Counselor	Jodi Glick
.....	Claudia Ziegler
Social Worker II	Cherie Denning

Position Changes/Promotions

<u>Central Office</u>	
DP Coordinator to Network Spec.	Myles Noon
<u>DJS, Youth Correctional Center</u>	
Temp JIRS I to JIRS II	Lea Schmid
<u>Field Services Division</u>	
PO III to Program Manager	Thomas Erhardt
<u>Prisons Division</u>	
<u>JRCG</u>	
Temp CO to Corrections Trainee	Kent Anderson
Temp CO to CO I	Brandi Halvorson
CO I to CO II	Teresa Nelson
Kevin Schiffner	Eric Hood
.....	Stacy Devig
<u>NDSP</u>	
Social Worker II to Human Relations Counselor	Dustin Schumacher
Temp CO to CO I	Casey Wiedmeier
.....	Alan Hill
Temp CO to CO II	Christopher Bertsch
CO I to CO II	Sam Shively
Nicolas Yarbrough	Jerry Wright
Marcy Olson	Heather Davis

Retirements

<u>Prisons Division</u>	
<u>NDSP</u>	
CO II	Thomas Nelson

Left Employment with DOCR

<u>DJS, Community Services Division</u>	
Administrative Assistant I	Janet Thomas
<u>DJS, Youth Correctional Center</u>	
Security	Cole Johnson
<u>Prisons Division</u>	
<u>JRCG</u>	
CO II	Gary Schmidt
CO IV	Rick Barman
<u>NDSP</u>	
CO II	Travis Toepke
Russell Wolf	Marcy Olson
Human Relations Counselor	Steve Larson

2005 DOCR SERVICE AWARDS

FIVE YEARS

DOCR Central Office.....Rod Pegors
DJS Community

Rhonda BryShannon Hallahan
ND YCC.....Bill Fleck
Tonie Garcia.....Heidi Gunsch
Rick Makelky.....Dan Weising
Tennille Weising.....Tony White Bear

Field Services Division.....Rachel Wallock
Camilla Jensen.....Colleen Weller
Lloyd HaagensonDebra Frank

State Penitentiary

Cissandra Christopherson.....Troy Gross
Stacy Goehring.....Ken Johnson
Paulette Schmidt.....Russell Wolf

JRCC

Brenda Beckman.....Joey Cotton
Shawn Cudmore-Kremer.....Brian Dreher
Kay Eagleson.....Melannie Flynn
Ben Kennelly.....Carl Krovoza
Jeffrey Lorenz.....Lyle Mee
Arnold Middlestead.....Chad Netolicky
Cameron Petrek.....Donna Schwartz

TEN YEARS

DJS Community.....Roberta Lagasse
David Lundy.....Cory Pedersen

ND YCC.....Andy Anderson
Cindy Dykema.....Jeremy Ward
Pat Martin.....Jana Ternes

Field Services Division

Corey Schlenger.....Patrick Bohn
Kristin Plessas-McLeod.....John Gourde

State Penitentiary.....Doug Baumiller
Frank Connell.....Terry Kirchoffner
Thomas Lannoye.....Terrance Moravec

JRCC.....Martin Bjergaard
Connie Hackman.....Paul Weber

FIFTEEN YEARS

ND YCC.....Sandy Haas
.....Donna St. Moritz

Field Services Division.....Lois Merkel
State Penitentiary.....Mike Bryant

Paul Kellam.....John Lang
Beth Taghon.....Jean Weatherly
JRCC.....Dale Price

TWENTY YEARS

DOCR Central Office.....Dave Krabbenhoft
ND YCC

Mary Baird.....Lenore Kuntz
Field Services Division

Timothy Brehm.....Nancy Heit
Peggy Headrick.....Janice Young

State Penitentiary
Craig McGarvey, Sr.Darrell Theurer

JRCC
Judy Frey.....Diane Rolfzen

Rough Rider Industries.....Dennis Fracassi

TWENTY FIVE YEARS

ND YCC.....Bob Urlacher
State Penitentiary

Gary Greig.....Michael Smith
JRCC.....Dennis Waltz

Rough Rider Industries.....Paul Rittenbach

THIRTY YEARS

ND YCC
Ross Birney.....Darcy Gibbins

State Penitentiary
Ronald Stotz.....Larry Wall

JRCC.....Lucille Morlock

DOCR Adult Services Strategic Plan

By Patrick Foley, Director of Research
DOCR / Central Office

Key adult services staff and selected external stakeholders met on January 31 and February 1, 2006 at the Heritage Center in Bismarck. They went through a process to identify key issues the department currently faces as well as looking at some concerns as far out as the year 2017. Many of the concerns grouped into four core issues and this work group recommended that Director Bertsch include those issues in the department's strategic plan.

Goals were developed for these issues. Strategies to reach each goal were identified. Finally, specific tactics (who, what, when) were spelled out and assignments for each tactic were made. These are still being refined and will be published soon. For now, I'll briefly discuss each core issue.

Core Issue #1 is Infrastructure Enhancement. It requires us to 1) Determine the projected DOCR population through 2017, broken down by status, gender, and custody level; 2) Analyze current facility's infrastructure needs; 3)

Safely maximize the number of Parolees for appropriate transition to the community by using the Transition From Prison Community Initiative, Case Planning and the Institutional Offender Support Program; 4) Compile a construction strategy to meet needs for secure housing and services; 5) Analyze the impact of Probation Population and Front End Diversion strategies.

Core Issue #2 is Enhancement of the Quality of Work Experience. There are four goals associated with this issue. They include, 1) Provide equitable compensation to DOCR employees; 2) Enhance DOCR recruitment efforts and staff retention; 3) Provide efficient/cost effective training; 4) Improve work climate/communication/collaboration within DOCR. There is a tremendous amount of detail to support these goals. Please be sure to read it once we publish the entire document.

Core Issue #3 is Communication and Marketing. The goals associated with this issue include, 1) Communicate the complexities, needs and business of the DOCR to the public; 2) Change the correctional paradigm (when

you read the document you'll agree with this goal); 3) Develop credibility and rapport with stakeholders.

Core Issue #4 deals with our Sex Offender Response. This issue requires us to Develop a unified DOCR response to sex offenders and their victims by 1) Insure availability of timely sex offender information where needed; 2) Work with the Transition From Prison to Community Initiative release and discharge committee to identify community resources for sex offenders (housing and treatment); 3) Identify gaps in DOCR's response to sex offenders; and finally, 4) Use resource information to pro-actively educate the victims and community of DOCR services.

Each of these issues is critically important to the DOCR. Most are already being worked. In fact, Director Bertsch made a presentation concerning Core Issue #1, Infrastructure Enhancement, to Governor Hoeven. The Governor fully endorsed a plan based on this work and it will be the "blue print" for adult services in the coming biennium. I encourage you to read the entire document when it is published in the near future.

Lightning Strikes Twice

By Cindy Dykema, GED Instructor
DOCR / ND Youth Correctional Center

What are the statistics that lighting could strike twice in the same place? The saying "lightning never strikes twice in the same place" is false. The Empire State Building is struck by lightning on

average 100 times each year, and was once struck 15 times in 15 minutes.

It also struck twice at the North Dakota Youth Correctional Center. More specifically, it struck in the GED program. What could be comparable to lightning

striking twice? What could be as exciting? What could dumb found the GED instructor as well as the GED examiner?

It all started when a student decided to study and test in his strongest academic area first. When the student felt

(continued on p. 7)

JRCC EMPLOYEE OF THE MONTH

January 2006

Tom Koushkouski, CO II

Tom is a hard working, dedicated officer who can be counted on to assume many roles. He is currently assigned to the Special Assistance Unit and has demonstrated maturity and patience when dealing with inmates on that unit. Koushkouski is always willing to help his fellow officers on shift in completing projects or goals and often volunteers for additional duties. Officer Koushkouski was selected as employee of the month due to his dedication and his contributions to JRCC.

February 2006

Duane Irish, CO II

Officer Irish is currently assigned to the SAU Unit and has done an outstanding job in his time there. He is an excellent Officer who is respected by his peers. Duane creates a positive work environment with his humorous, outgoing personality and takes pride in being a Correctional Officer. CO Irish is also a member of the Crisis Negotiation Team. He has a good rapport with both inmates and staff. Duane has been selected for employee of the month due to his many contributions to the JRCC.

March 2006

Joey Cotton, CO II

Joey is currently the Property Officer and has been completing these duties since September 2004. He has turned the property office into a smooth running operation. The workload for the property office has increased dramatically in the last six month but Joey continues to complete all of his duties without a decline in service to the inmate population. CO Cotton was selected for this position due to his "can do" attitude and willingness to do whatever it takes to get the job done.

Lightning Strikes Twice *(continued from p.6)*

prepared, an Official Practice Test(OPT) in the area of math was scheduled. With a score of 550 on the record, the GED Exam was scheduled. October 20 was day the math exam was taken. When the results came back to the GED classroom this student had scored, you guessed it, a perfect 800 on the math exam! All the appropriate celebrations were held and the student continued on his journey towards his GED.

Now the student decided to tackle an academic area in which he was less confident, social studies. After the appropriate assignments and study, an Official Practice Test was scheduled. With a score of 800 on the OPT, anticipation was high when he sat down to take the GED Exam. Everyone knows that the OPT tests are half the length of the exam and nerves and anticipation of the exam could raise havoc with the results. When the results of the social studies test came back, it had actually happened. Lightning had struck twice.... another perfect score on the social studies exam. Now it was certainly time to celebrate

and issue accolades for this fine academic wiz.

Due to the confidentiality issue at the Youth Correctional Center, the name of lightning recipient cannot be divulged. However, a postscript on this student includes the following statistics. This phenomenal GED student obtained his GED in 30 hours of class time with an average score of 688. This student also completed the Armed Services Vocational Aptitude Battery (ASVB) and scored in the top 10th percentile in verbal skills and scientific/technical skills, and in the top 20th percentile in math. This will allow him to choose from a wide selection of military opportunities that could eventually transfer to high paying civilian jobs. As of this writing, he is planning to enter the army.

Lightning is usually associated with ominous and fearful symbols or events in the movies and literature that may herald a waking of a great evil or emergence or a crisis. As for this GED instructor, bring on the lightning!

A Special Thanks To DOCR Staff

During this reporting period the DOCR is recognizing the following staff for their exceptional work.

They have performed much beyond what their job duties would require of them.

- **Beth Taghon** is an "Ace" nurse for the NDSP Medical Department. She maintains an infectious disease program that is complicated, difficult and presents many changes every day. She has a remarkable ability to analyze and problem solve

complex medical situations.

- **Linda Trolliey** is a "Star" for Rough Rider Industries. With the recent turnover, she has helped in taking on additional duties and continues to be upbeat and professional.
- **Officers Glass, Goehring, and Twardoski** have been instrumental in recovering a considerable amount of tobacco at the Missouri River Correctional Center. Good Job!!

NDSP EMPLOYEE OF THE MONTH

January 2006

Mike Colling, Case Manager

Mike Colling has worked for the DOCR/Prisons Division for 25 years and has been the Case Manager in the North Unit for over three years. This last year he and the North Unit staff processed over 850 new arrivals. Mike also processes numerous pictures for ID's, fingerprints for other cases, and several kites on a weekly basis from new arrivals. He does a great job of collecting information needed for documentation for ACA. Mike does a tremendous job as a Case Manager in the North Unit.

February 2006

Terry Moszer, Sergeant

During February of 2006, Sgt. Moszer was involved in what was considered a life-threatening situation. Terry's actions diverted a possible life and death situation. Due to his quick response and follow through, he took the situation under control.

March 2006

Aaron Matties, CO

Aaron Matties has been employed with the State Penitentiary for over three years. He has proven himself to be an excellent employee and security officer through sound and dependable decision making skills and job performance. He demonstrated effective supervisory and leadership qualities when he filled in as a Correctional Caseworker. He maintains a high level of professionalism when working with both staff and inmates. He demonstrates a firm and fair yet compassionate ability to work with offenders, allowing them to feel comfortable going to him. He provides guidance and training to new staff. He earned the respect and recognition of his peers and his supervisors in both Unit Management and Security.

Male Inmate Movement Within The Prisons Division

By Josh Bearfield, Director of Movement
DOCR Prisons Division / NDSP

There are about 365 communities in the state of North Dakota. The number of male inmates under the control of the Prison's Division could be considered the 43rd community in the state by size or population.

Imagine that we created a town the size of Lincoln, ND with free housing, free food, and no taxes. The town does not have the ability to add additional houses inside its boundaries. The town has a few vehicles that serve as its mass transit system. The citizens must walk to their jobs, classes, and appointments since the city fathers will not let personal vehicles within the community. The town has more people than it can accommodate. The township cannot turn anyone away, and there is an average of 17 new townspeople that want to move into this community every week. The first question at the town council meeting would be, "Where are we going to put everyone?" The town counsel agrees that the housing decisions need to come from one person or chaos will erupt due to having too many leaders. The town council decides to hire one person to manage the population.

The population manager gets hired with a difficult enough job of just handling the overcrowding issue, and then he has various town counsel members putting demands on him. The police department wants the roughnecks placed closer to the police department so they can watch them. The social services agency wants its clientele living in certain neighborhoods so the clientele can access services. The schools want their clientele to stay in one neighborhood until graduation. The employers want to keep their workers indefinitely. The hospitals need people to live at certain clinics for periods of time. The citizens don't want to live in certain neighborhoods, live next to certain people, and all want to live in their own house with a view of the lake.

I am this so called "population manager" for the Prison's Division. I am

tasked with accepting the new arrival inmates for the penitentiary system, setting up inmate transports to various contract facilities outside the prison's system to alleviate the overcrowding, and placing inmates into the prison's system while listening to all of the demands of the various departments. I have no idea why I took the job and I am sure the medical department has a diagnosis for the condition. This is the world that I live in.

If you think my world is crazy I would agree with you. All I know is I wouldn't want to be the people that have to carry out my crazy plans. Thank You to all of the staff that packs all of the property, makes all of the moves, and transports all of the inmates. The Prison's Division couldn't survive in this crazy world without you!

Here are some of my observations of the male inmate population for 2005:

- On average 17 inmates a week came into prison
- On average that is about 75 inmates a month
- The lowest number of new arrivals we received during a week in 2005 was 9
- The highest number of new arrivals we received during a week in 2005 was 25
- The male inmate population was at approximately 1238 in January 2005
- The male inmate population spiked to approximately 1315 in December 2005

As a result of these people coming into the system I had to move the following:

- There were approximately 585 transfers from the North Dakota State Penitentiary (men's maximum custody prison) to the James River Correctional Center (men's medium custody prison).
- There were approximately 146 transfers from the James River Correctional Center to the North Dakota State Penitentiary.
- There were approximately 350 moves into the Missouri River Correctional Center (men's minimum

custody prison).

- On average, I moved 14 inmates a month into the treatment programs on the grounds of the state hospital.
- On average, I moved 10 inmates a month into the Bismarck Transition Center.
- On average, I moved 11 inmates a month into various county jails in the state.
- I moved 79 inmates into a private prison in Appleton, MN.

On December 31st of 2005 we had the following male inmates at these facilities:

- 517 inmates at the North Dakota State Penitentiary
- 384 inmates at the James River Correctional Center
- 144 inmates at the Missouri River Correctional Center
- 49 inmates in the treatment programs on the grounds of the state hospital
- 46 inmates at the Bismarck Transition Center
- 45 inmates at various county jails in the state
- 47 inmates at the private prison in Appleton, MN
- 17 inmates being supervised by other prisons in other states

There are a few significant changes that I have witnessed during these past two years. The first change dealt with the private prison that we contract with in Appleton, Minnesota. The prison in Appleton is located about 100 miles southeast of Wahpeton, ND. The facility is located in a very rural area of Minnesota and can house about 1500 medium security male inmates. Over the last 8 to 10 years we have boarded inmates as needed with the prison in Appleton.

In June 2003, the prison's system transferred every inmate that we had living in Appleton back into the state of North Dakota. When I took over this job in February 2004 the prison was starting to get overcrowded again and my first task was to set up another transfer to the facility in Appleton. Due

Male Inmate Movement Within The Prisons Division *(Continued from p. 8)*

to overcrowding we have housed inmates in Appleton for last two years. Representatives from Appleton have told us that it looks like we will be losing the ability to contract with the prison in Appleton in the near future. We are losing these beds, because the state of Minnesota is facing a rising prison population and the beds in Appleton will be contracted to them. The loss of the contract with Appleton is going to change the prison system going into the future.

Another significant change was the development of a new inmate classification system. With the new system, inmates are being housed in appropriate living arrangements that are designed for their targeted risk level and

program needs.

My job has taught me a few lessons along the way that I would like to share with you. The lessons are:

- The employees of the Adult Services Division are linked and we are all in this endeavor together.
- You need to communicate with all of your co-workers as much as possible. It is your responsibility to make sure the intent of your message is conveyed to the listener.
- Each employee communicates better in certain forms of communication. Find the best means of communication and use it when dealing with each individual.

I think we are at a real crossroads in corrections in North Dakota. In the very near future, the state legislature will be making decisions on whether we should build a new prison, change current laws, contract with various entities for the overcrowding issues, or stay with the status quo. These decisions are going to be tougher than the decisions I have to make as a "population manager."

All I can say is that the North Dakota Department of Corrections employs the staff to complete any task set forth by the members of the legislature. I think we have proven that we have some of the most competent staff in the country by creating the safest Department of Corrections in the nation.

Transition From Prison To Community Initiative (TPCI)

By Patrick Foley, Director of Research
DOCR / Central Office

The Transition From Prison To Community Initiative (TPCI) is now moving at a brisk pace. We have been transitioning offenders into the community for a long time, but have we always used practices that are evidence based? Have we included both divisions of adult services and external stakeholders in our planning and decision making processes? Have we been as efficient and thoughtful in the process as we need to be? For the most part, the answer to these questions is, "Yes, we probably have." But there are some areas where we can get better.

The criminal justice system doesn't necessarily work as a "system". The challenges are too great for any one agency. Many state agencies share the same caseloads but fail to adequately coordinate activities and services. A solution to this is using an offender management plan based on the TPCI concept. It includes a strategy that reduces risk and manages the risk that we can't reduce. TPCI is about public safety. It requires the use of empirically supported assessment tools and cost effective management of residual risk.

This leads to a balanced approach that incarcerates offenders (who need to be incarcerated) in secure facilities that match their risk level and provides case management and therapeutic programs to address needs and reduce risk.

Some of our staff are still thinking of TPCI as the "flavor of the week" and may be concerned that the work involved isn't worth the eventual payoff. Well, this is not really a new program. Rather, it is a framework within which agencies change their missions with respect to transition from prison, and use existing resources more effectively.

As I mentioned earlier, TPCI is moving at a brisk pace. There are a number of areas of concern and we have developed work groups to identify strengths and weaknesses in each of these areas. The effort of these groups goes to develop goals and strategies to improve what needs work and sustain those things that are working well. In an effort to keep our staff informed about this work, we've put a TPCI folder on the "g" directory. You can access this directory and navigate through it to see the various work groups. It is a work in progress so please be patient with us.

Chairs of each work group are gradually moving files into these folders so you can view them and monitor the effort.

The chairs of our work groups meet with the Directors on the second Friday of each month. They provide an update to the Directors and get feed back on their progress. Questions get answered and more questions get asked. Several times each year there is a meeting with the TPCI Policy Group. Those members include decision makers from a variety of stakeholder agencies. This has gone a long way to increase collaboration between the DOCR and interested agencies.

In February there was a meeting of TPCI state representatives. Staff at the DOCR can be proud to know that few states are doing better than us regarding offender re-entry. In fact, there are many areas where North Dakota is far ahead of its colleagues, and each of you need to be commended for that progress. Please don't hesitate to talk with chairs or work group members about your interests. Their names can be found in the TPCI folder on the "g" directory.

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DOCR MISSION STATEMENT

Our Mission Is...

To protect the public while providing a safe and humane environment for both adults and juveniles placed in the Department's care and custody. The Department will carry out the judgments of the North Dakota courts to both incarcerate inmates for the protection of society and to provide rehabilitative programs in an effort to successfully reintegrate offenders back into society.

NDDOCR Inmate Population Information

Population as of December 31, 2004: **1,329**

(498 NDSP, 357 JRCC, 140 MRCC, 62 at TRCC, 55 at BTC, 17 on FTP, 44 in Jails, 93 at DWCR, 20 on Interstate Compact, 35 Board out of state, & 8 on Temporary Leave)

Offense	Inmate Count
Violent Offenders (Excluding Sexual)	356
Sex Offenders	184
Drug Offenders & Alcohol	466
Property, Status and Other	323

Sentenced for Delivery/Manufacture/Intent: 254 Sentenced for Simple Possession of Drugs or Paraphernalia: 179 Sentenced for Alcohol Related Offenses: 33

Minimum Mandatory Sentenced Inmate Breakout (as of December 31, 2004)

Offense	Inmate Count
DUI/APC	32
Driving Under Suspension	1
Drug Offenses (not alcohol)	44
Reckless Endangerment	3
Aggravated Assault	7
Burglary with Weapon	1
Felonious Restraint	1
Sex Offense	4
Kidnapping	1
Terrorizing	4
Robbery	20
Negligent Homicide	2
Manslaughter	4
Murder	11

(Life Sentence for Murder: 37 males, 1 female)

TOTAL Mandatory Sentenced Inmates

135

85% Truth-in-Sentencing (TIS)

166